

**KXII(TV)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 through March 31, 2020**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Videographer/Editor	1-2,4-5,8-28,33-47	10
News Reporter MMJ	1-5,8-20,22-28,33-48	5
News Producer	1-5,8-28,33-47	9
Director	1-2,4-5,8-28,33-48	1
Master Control Operator	1-2,4-5,8-28,31,33-47	31
News Producer	1-5,8-28,33-47	9
Account Executive	1-2,4-5,8-18,20-28,31,33-48	31
Videographer/Editor	1-2,4-5,8-28,33-47	1
News Reporter MMJ	1-5,8-28,33-47	10
Morning News Anchor	1-5,8-28,33-47	4
News Reporter MMJ	1-5,8-28,33-47	4
Local Sales Mgr	1-5,8-28,33-49	16
Director	1-2,4-5,7-28,33-48	7
Production Assistant	1-2,4-5,8-28,33-48	47
Chief Engineer	1-2,4-5,8-28,33-48	16
Director	1-2,4-5,8-28,33-48	9
Videographer/Editor	1-2,4-5,8-28,33-48	9
Account Executive	1-2,4-5,8-28,31,33-48	1
Videographer/Editor	1-2,4-5,8-28,33-48	47
Videographer/Editor	1-2,4-5,8-28,33-48	9

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<a href="http://www.kxii.com">www.kxii.com</a> (station website)	N	15
2	TVJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	N	5
3	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073 <b>NEWS JOBS ONLY</b>	N	0
4	Gray Television Group Inc 4370 Peachtree Road, NE Atlanta, GA 30319 404-266-8333 <a href="mailto:jobs@gray.tv">jobs@gray.tv</a> All jobs posted to Snag It by HR	N	7
5	Internal Posting / Candidate	N	11
6	Walk In / Mail In / Unsolicited	N	0
7	Word of Mouth Referrals	N	9
8	Southeastern Oklahoma State University Scott Hensley/Kay Barber-Career Mngmt Ctr 1405 N 4 <sup>th</sup> / 425 W University Blvd Admin Bldg Rm 213 Durant, OK 74701 580-745-2270 Fax 580-745-7486 / 580-745-7409 <a href="http://homepages.se.edu/careers/">http:// homepages.se.edu/careers/</a> <a href="mailto:careers@se.edu">careers@se.edu</a>	N	0
9	University of North Texas 801 N Texas Blvd Denton, TX 76201 940-565-2000 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	Y	9

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10	Oklahoma State University Pam Ehlers 202 Whitehurst Stillwater, OK 74078 405-744-5253 Fax 405-945-9180 <a href="mailto:careers@okstate.edu">careers@okstate.edu</a>	N	8
11	University of Texas 1900 University Ave Austin, TX 78705 512-471-3434 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
12	Austin College Career Services-Margie Norman 900 N Grand Ave Sherman, TX 800-526-4276 <a href="mailto:career@austincollege.edu">career@austincollege.edu</a>  Jan 2019 joined/added in Handshake <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
13	Texas A&M University / Texas A&M Commerce 1372 TAMU College Station, TX 77843 979-845-5139 <a href="https://tamu-csm.symplicity.com/employers/">https://tamu-csm.symplicity.com/employers/</a>  P O Box 3011 Commerce, TX 75429 903-886-5110 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
14	University of Oklahoma Erin Holder 550 Parrington Oval Norman, OK 73019 800-234-6868 Fax 405-325-7627 <a href="mailto:oucs@ou.edu">oucs@ou.edu</a>	N	0

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15	Ohio Center for Broadcasting Gary James 9000 Sweet Valley Dr. Valley View, OH 44125 216-447-9117 <a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	Y	0
16	Texas Association of Broadcasters Beth Bobbitt 502 E. 11th St, Ste 200 Austin, TX 78701 512-322-9944 Fax 512-322-0522 job bank posting at tab.org	N	8
17	Oklahoma Association of Broadcasters Nancy Struby, 6520 N. Western, Ste 104 Oklahoma City, OK 73116 405-848-0771 Fax 405-848-0772 <a href="http://www.oabok.org/">http://www.oabok.org/</a>	N	3
18	American Broadcasting School Michelle McConnell 712 N Watson Rd, Suite 200 Arlington, TX 76011 817-695-2474 Fax 817-695-2838 michelle@radioschool.com	Y	0
19	Texas Workforce Commission <a href="http://www.twc.state.tx.us">www.twc.state.tx.us</a> <b>ONLY TX JOBS</b>	N	0
20	Chickasaw Nation Amy M. Boatwright 520 E Arlington Ada, OK 74820 580-436-2603 Fax 580-436-7297 amy.boatwright@chickasaw.net	N	0
21	Oklahoma Workforce Commission 201 A SW Ardmore, OK 73401 580-223-3291 <a href="https://okjobmatch.com">https://okjobmatch.com</a>	N	0

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22	Brown College Career Services Paul Kraimer 1440 Northland Dr Mendota Heights, MN 55120 763-279-2516 Fax 651-905-3555 <a href="https://sanfordbrown.optimalresume.com/employers">https://sanfordbrown.optimalresume.com/employers</a>	Y	0
23	Media-Match 714 N. LaBrea Hollywood, CA 90038 323-284-5589 Media-match.com	Y	0
24	TCU 2800 S University Dr Fort Worth, TX 76109 Schieffer School of Journalism TCU Aaron Chimbel 817-257-6579 a.chimbel@tcu.edu	N	2
25	University of Texas at Arlington Dept of Communication Andrew Clark Box 19107,700 W. Greek Row Dr. Arlington, TX 76019-0107 817-272-1246 Fax 817-272-2732 <a href="mailto:amclark@uta.edu">amclark@uta.edu</a>	Y	0
26	Sherman Chamber of Commerce Traci Carlson, President 307 W Washington Sherman, TX 75090 903-893-1184 <a href="https://business.shermanchamber.us/jobs/">https://business.shermanchamber.us/jobs/</a>	Y	0

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27	East Central University 1100 E. 14h St. Ada, OK 74820 580-332-8000 <a href="https://www.myinterfase.com/ecok/employer/">https://www.myinterfase.com/ecok/employer/</a>  Nov 2019 joined/added in Handshake <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
28	University of Texas at Austin Moody College of Communication Megan Fullen, Rec Services Coordinator 512-471-9421 <a href="https://moody-utexas-csm.symplicity.com//employers/">https://moody-utexas-csm.symplicity.com//employers/</a>	N	0
29	The Ardmoreite 117 W Broadway Ardmore, OK 73401 580-223-2200	N	0
30	The Paris News 5050 SE Loop 286 Paris, TX 75460 903-785-8744	N	0
31	Station On-Air Announcements	N	10
32	Herald Democrat 603 S Sam Rayburn Fwy Sherman, TX 75090 903-893-8181	N	0
33	The University of Oklahoma 660 Parrington Oval Norman, OK 73019-0390 <a href="https://www.ou.joinhandshake.com/login">https://www.ou.joinhandshake.com/login</a> <b>ONLY FULL TIME JOBS</b>	N	0
34	Rice University 440 Allen Center-MS1 Houston, TX 77005 713-348-5050 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0

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35	Baylor University One Bear Place Waco, TX 76798 214-710-1011 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
36	Lamar University 4400 MLK Blvd Beaumont, TX 77710 409-880-7011 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
37	SMU P O Box 750100 Dallas, TX 75275 214-768-2000 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
38	Tarleton University 1333 W Washington Stephenville, TX 76402 254-968-9000 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
39	West Texas A&M University 2501 4 <sup>th</sup> Ave Canyon, TX 79016 806-651-0000 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
40	UT Austin College of Natural Sciences 120 Inner Campus Dr Austin, TX 78412 512-471-4536 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
41	UT San Antonio One UTSA Cr San Antonio, TX 78249 210-458-4011 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0

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42	Texas Women's University 304 Administrative Dr Denton, TX 76204 940-898-2000 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
43	Texas A&M Corpus Christi 6300 Ocean Drive Corpus Christi, TX 78412 361-825-5700 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
44	Texas A&M Kingsville 955 University Blvd Kingsville, TX 78363 361-593-2111 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
45	UT Arlington 701 S Nedderman Dr Arlington, TX 76019 817-272-2011 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
46	Stephen F Austin State University 1936 North St Nacogdoches, TX 75965 936-468-3401 <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0
47	Indeed.com Gray Television posts to Snag It Site All jobs posted there carry over to Indeed	N	19
48	Concordia University TX 11400 Concordia University Drive Austin, TX 78726 512-313-3000  Apr 2019 joined/added in Handshake <a href="https://ou.joinhandshake.com/login">https://ou.joinhandshake.com/login</a>	N	0



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49	MediaRecuiter.com 9457 So University Blvd #303 Highlands Ranch, CO 80126 303-400-5150	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			106

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Host Internship program	The station gives student interns from colleges / universities the opportunity to work and learn in real time News/Production situations. Interns learn to operate news / production equipment and acquire skills needed for broadcast employment. During the reporting period two students interned in the station's News department.
<b>2</b>	Participate in job fairs/career days	On April 3, 2019 the station participated in the East Central University Career Expo-Spring 2019. Station participants included the News Director and Production Mgr.
<b>3</b>	Participate in job fairs/career days	On April 16, 2019 the station participated in the 4 <sup>th</sup> Annual Fannin County Futures Fair. This fair was for 11 <sup>th</sup> grade high school students to learn about careers. Station participants included the Meteorologist.
<b>4</b>	Participate in job fairs/career days	On April 17, 2019 the station participated in the University of North Texas Spring All Majors Career and Internship Fair. Station participants included the News Director and Production Mgr.
<b>5</b>	Participate in job fairs/career days	On November 6, 2019 the station participated in the University of North Texas Fall All Majors Career and Internship Fair. Station participants included the News Director and Production Mgr.
<b>6</b>	Participate in job fairs/career days	On November 20, 2019 the station participated in a recruiting trip at the University of North Texas. Station participants included the News Director.
<b>7</b>	Provide EEO Training to Management	On June 20, 2019 the stations management attended an EEO Webinar conducted by outside FCC Council entitled "The FCC's Equal Employment Opportunity Rules and Regulations". The webinar focused on the FCC's rules and also addressed compliance best practices. Station participants included the General Mgr., Operations Mgr., General Sales Mgr., News Director, Chief Engineer and Office Mgr.
<b>8</b>	Host an event or program for or on behalf of an educational institution related to careers in broadcasting	On October 9, 2019, Meteorologist gave tour and talk to the Texoma Christian High School English students about broadcasting, his career, and broadcast careers generally.
<b>9</b>	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On October 22, 2019 Anchor/Multimedia Journalist gave talk to freshmen journalism students at Texoma Christian High School about broadcasting, his career, and broadcast careers generally.